



General Assembly

February Session, 2006

Raised Bill No. 463

LCO No. 2181

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Referred to Committee on Labor and Public Employees

Introduced by:
(LAB)

AN ACT CONCERNING FAMILY AND MEDICAL LEAVE FOR STATE EMPLOYEES FOR THE SERIOUS ILLNESS OF A CHILD.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Subsection (a) of section 5-248a of the general statutes is
2 repealed and the following is substituted in lieu thereof (*Effective*
3 *October 1, 2006*):

4 (a) For purposes of this section, "child" means a biological, adopted
5 or foster child, stepchild, child of whom a person has legal
6 guardianship or custody, or child of a person standing in loco parentis.
7 Each permanent employee, as defined in subdivision [(21)] (20) of
8 section 5-196, shall be entitled to the following: (1) A maximum of
9 twenty-four weeks of family leave of absence within any two-year
10 period upon the birth or adoption of a child of such employee, or upon
11 the serious illness of a child, spouse or parent of such employee; and
12 (2) a maximum of twenty-four weeks of medical leave of absence
13 within any two-year period upon the serious illness of such employee
14 or in order for such employee to serve as an organ or bone marrow
15 donor. Any such leave of absence shall be without pay. Upon the
16 expiration of any such leave of absence, the employee shall be entitled

17 (A) to return to the employee's original job from which the leave of
18 absence was provided or, if not available, to an equivalent position
19 with equivalent pay, except that in the case of a medical leave, if the
20 employee is medically unable to perform the employee's original job
21 upon the expiration of such leave, the Personnel Division of the
22 Department of Administrative Services shall endeavor to find other
23 suitable work for such employee in state service, and (B) to all
24 accumulated seniority, retirement, fringe benefit and other service
25 credits the employee had at the commencement of such leave. Such
26 service credits shall not accrue during the period of the leave of
27 absence.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2006	5-248a(a)

Statement of Purpose:

To permit a state employee to take family and medical leave to care for an ill child who is in the care of the employee, such as a custodial grandparent.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]